DOCUMENT RESUME

ED 171 229 HE 011 331

TITLE Women in Administration 1978.
INSTITUTION National Association of State Universities and Land Grant Colleges, Washington, D.C. Office of Communications Services.
PUB DATE 79
NOTE 16p.; May be marginally legible due to colored paper
AVAILABLE FROM Office of Communications Services, NASULGC, One Dupont Circle, Suite 710, Washington, DC 20036

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Administrative Personnel; *Chief Administrators; College Administration; Comparative Statistics; *Department Directors (School); Employment Patterns; *Females; Higher Education; *Land Grant Universities; Lawyers; Males; National Surveys; Physicians; Presidents; Professional Personnel; *State Universities; University Administration; Working Women
IDENTIFIERS Archivists; Curators; Department Chairpersons

ABSTRACT

In a survey by the National Association of State Universities and Land-Grant Colleges (NASULGC), women are shown to hold 2,905 of the 13,638 administrative positions reported by 106 major U.S. public universities--slightly more than 21 percent of the administrators at state and land-grant universities. The median number of women administrators at those institutions rose from 0 during the 1970-71 academic year to 19 during 1977-78. As in two previous studies conducted by NASULGC, women administrators tended to be more prevalent in the lower rather than the upper administrative ranks. However, in every category included in the report, the percentage of positions held by women had increased since the last NASULGC survey in mid-1975. Overall the number of women administrators had increased 30.5 percent for the 70 institutions providing comparative data for both 1975 and 1978. Categories of administrators included in the survey were: president or chancellor, assistant to the president or chancellor, chief officer of an administrative division, associate or assistant to the chief officer of an administrative division, chief officer of an academic or research unit, chief officer of an administrative unit and associate or assistant to the chief officer of an academic, research or administrative unit. Included in the survey is information on department chair positions by sex and, as in the past, data by sex on four special categories--university physicians, attorneys, curators and archivists. (Author/MSE)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

-ED171229-

WOMEN

IN

ADMINISTRATION

1978

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
NASULGC
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

OFFICE OF COMMUNICATIONS SERVICES
NATIONAL ASSOCIATION OF STATE UNIVERSITIES AND LAND-GRANT COLLEGES
SUITE 710, ONE DUPONT CIRCLE, N.W.
WASHINGTON, D.C. 20036

HE011 331

WOMEN IN ADMINISTRATION
1978

Women college and university administrators, almost unknown phenomena eight years ago, now make up slightly more than 21 percent of the administrative ranks at state and land-grant universities.

In a survey completed in 1978 by the Office of Communications Services of the National Association of State Universities and Land-Grant Colleges (NASULGC), women held 2,905 of the 13,638 positions reported by 106 major public universities across the nation. There were 10,733 male administrators.

The median number of women administrators at state and land-grant institutions has risen from 0 during the 1970-71 academic year to 19 during 1977-78. In 1970-71, 60 percent of the universities included in a study on "The Role of Women in Administration in State Universities and Land-Grant Colleges" did not have any women administrators who met the study criteria. In 1977-78 every institution included in the study had at least one woman administrator.

As in two previous studies conducted by NASULGC, women administators tended to be more prevalent in the lower rather than the upper administrative ranks. However, in every category included in the report, the percentage of positions held by women had increased since the last NASULGC survey in mid-1975.

Overall the number of women administrators had increased 30.5 percent for the 70 institutions providing comparative data for both 1975 and 1978.

Categories of administrators included in the survey were: president or chancellor, assistant to the president or chancellor, chief officer of an administrative division, associate or assistant

ADMINISTRATORS AT STATE AND LAND-GRANT COLLEGES AND UNIVERSITIES
(106 Institutions)

PRESIDENTS OR CHANCELLORS			ASSISTANTS TO PRESIDENT OR CHANCELLOR			CHIEF OFFICERS OF ADMINISTRATIVE DIVISION			ASSISTANTS TO CHIEF OFFICER OF ADMINISTRATIVE DIVISION		
Women	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**
3	180	183	131	297	428	46	756	802	140	520	660
1.6%	98.4%		30.6%	69.4%		5.7%	94.3%		21.2%	78.8%	

CHIEF OFFICERS OF ACADEMIC/RESEARCH UNIT			CHIEF OFFICERS OF ADMINISTRATIVE UNIT			ASSOC./ASST. OFFICERS OF ACADEMIC/RESEARCH ADMINISTRATIVE UNIT			ALL ADMINISTRATORS		
Women	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**
338	1,721	2,059	558	2,830	3,388	1,689	4,429	6,118	2,905	10,733	13,638
16.4%	83.6%		16.5%	83.5%		27.6%	72.4%		21.3%	78.7%	

to the chief officer of an administrative division, chief officer of an academic or research unit, chief officer of an administrative unit and associate or assistant to the chief officer of an academic, research or administrative unit.

In addition, for the first time, the survey included information on department chair positions by sex and, as in the past, data by sex on four special categories -- university physicians, attorneys, curators and archivists.

(The chart at the bottom of page one shows the number of administrators by sex in each of the survey categories.)

More than half of the women administrators (58.1 percent) reported in responses to the survey held positions which were categorized as associate or assistant director, the lowest category. The percentage of all women administrators in this category was larger than in 1975 when 51.5 percent of the administrators were in these low-management positions.

An additional 6.5 percent were in the middle-management categories with only 189 women administrators included in the top three categories of president or chancellor, chief officer of an administrative division or associate/assistant to the chief officer of an administrative division.

(The chart to the right shows the percentage distribution of administrative positions by category.)

WOMEN ADMINISTRATORS

Distribution by Category

CATEGORY	PERCENTAGE DISTRIBUTION
Assistant to President/Chancellor	30.6%
Chief Officer of Administration Division	5.7%
Assistants to Chief Officers of Administrative Division	21.2%
Chief Officers of Academic/Research Unit	16.4%
Chief Officers of Administrative Unit	16.5%
Assoc./Asst. to Chief Officer of Academic, Research, Administrative Unit	27.6%

Among the 70 institutions for which comparative data were available for 1978, there were dramatic jumps in the number of women administrators in many of the survey categories. These included an 89 percent increase in the category of assistant to the president or chancellor, a 62 percent rise in the category chief officer of an administrative division and a 60 percent increase in the category associate or assistant to the chief officer of an administrative division.

TOP LEVEL WOMEN ADMINISTRATORS AT STATE AND LAND-GRANT UNIVERSITIES

Institution	Asst. to President or Chancellor	Chief Officer of an Administrative Div.	Assoc./Asst. Provost, VP or Vice Chancellor	Academic Dean
ALABAMA A&M UNIVERSITY				5[1]
AUBURN UNIVERSITY				
AUBURN				1[1]
MONTGOMERY				2
UNIVERSITY OF ALABAMA SYSTEM				
UNIVERSITY				2[1,2]
ARIZONA STATE UNIVERSITY			1	1[2]
UNIVERSITY OF ARIZONA	1		1	1[2]
UNIVERSITY OF ARKANSAS SYSTEM				
LITTLE ROCK	1	1		3
MEDICAL CENTER				1[2]
MONTICELLO	1			1[2]
PINE BLUFF			1	1
U. CALIFORNIA SYSTEM				
HASTINGS COLLEGE		2		2
COLORADO STATE UNIVERSITY				1[1]
UNIVERSITY OF COLORADO				
BOULDER		2	3	
COLORADO SPRINGS		2		1
DENVER	2			
MEDICAL CENTER	1			3[2]
UNIVERSITY OF CONNECTICUT	2		2	6[2]
DELAWARE STATE COLLEGE	2		1	
UNIVERSITY OF DELAWARE			4	2[2]
FLORIDA A&M UNIVERSITY		2		4[2]
FLORIDA STATE UNIVERSITY	5	1		4[1,2]
UNIVERSITY OF FLORIDA	2			2[2]
UNIVERSITY OF SOUTH FLORIDA	1		3	2[2]
FORT VALLEY STATE COLLEGE	1			1
UNIVERSITY OF GEORGIA		2	1	1[1]
UNIVERSITY OF HAWAII				
MANOA	1		1	1[2]
HILO		2		
WEST OAHU COLLEGE				1
HONOLULU CC				1
KAPIOLANI CC				1
KAUAI CC				1
LEEWARD CC				1
UNIVERSITY OF IDAHO				1
SOUTHERN ILLINOIS UNIVERSITY				
SYSTEM		1	3	3[2]
CARBONDALE	3		2	1
UNIVERSITY OF ILLINOIS				
URBANA–CHAMPAIGN			2	3[1]
CHICAGO CIRCLE	2			3
MEDICAL CENTER	1		1	2[2]
PURDUE UNIVERSITY				
WEST LAFAYETTE			1	2[1]

Institution	Asst. to President or Chancellor	Chief Officer of an Administrative Div.	Assoc./Asst. Provost, VP or Vice Chancellor	Academic Dean
IOWA STATE UNIVERSITY				2[1]
KANSAS STATE UNIVERSITY	1		1	1[1]
UNIVERSITY OF KANSAS				
LAWRENCE	1			
KANSAS CITY	3			2[2]
LOUISIANA STATE UNIVERSITY				
BATON ROUGE			2	
ALEXANDRIA				1
EUNICE		1	1	1[2]
MEDICAL CENTER				1[2]
SHREVEPORT	1			1
U. NEW ORLEANS			1	
SOUTHERN UNIVERSITY				
SYSTEM		1		
BATON ROUGE				2[1]
NEW ORLEANS				4
SHREVEPORT		3		2
UNIVERSITY OF MAINE				
SYSTEM	1			
ORONO	2			4
AUGUSTA	2			
FARMINGTON	1			
FORT KENT		1		
MACHIAS	1			
PRESQUE ISLE		1		1
U. SOUTHERN MAINE				2[2]
UNIVERSITY OF MARYLAND				
CENTRAL ADMIN.				1
COLLEGE PARK	2	1	2	1
BALTIMORE CITY				4[2]
BALTIMORE COUNTY		1		2
EASTERN SHORE	1		1	4[1]
MASSACHUSETTS INSTITUTE				
OF TECHNOLOGY	4	1		2
UNIVERSITY OF MASSACHUSETTS				
AMHERST	1			
BOSTON[4]	1		1	2
MEDICAL CENTER	3			
MICHIGAN STATE UNIVERSITY	1		2	4[1,2]
UNIVERSITY OF MICHIGAN				
ANN ARBOR	1		1	3[2]
DEARBORN	1			1
FLINT				1[2]
ALCORN STATE UNIVERSITY			1	2[2]
MISSISSIPPI STATE UNIVERSITY			1	
UNIVERSITY OF MISSISSIPPI	1			
LINCOLN UNIVERSITY	1		2	1

Institution	Asst. to President or Chancellor	Chief Officer of an Administrative Div.	Assoc./Asst. Provost, VP or Vice Chancellor	Academic Dean
UNIVERSITY OF MISSOURI				
SYSTEM	1			1
COLUMBIA[5]			1	2[1,2]
KANSAS CITY				4[2]
ST. LOUIS	1		1	2
MONTANA UNIVERSITY SYSTEM[7]				
MONTANA STATE UNIVERSITY			1	5[1,2]
UNIVERSITY OF MONTANA	2	1		
WESTERN MONTANA COLLEGE	1			
UNIVERSITY OF NEBRASKA				
LINCOLN			1	4[1]
MEDICAL CENTER				1[2]
UNIVERSITY SYSTEM OF NEW HAMPSHIRE				
UNIVERSITY OF NEW HAMPSHIRE	3		1	
NEW MEXICO STATE UNIVERSITY				
LAS CRUCES		1	1	
CARLSBAD				1
DONA ANA OCCUPATIONAL				4[3]
GRANTS				1
UNIVERSITY OF NEW MEXICO				
ALBUQUERQUE	4			7[2]
CITY UNIVERSITY OF NEW YORK				
CENTRAL ADMINISTRATION	2	2		
CITY COLLEGE	2	1	1	4[2]
COLLEGE OF STATEN ISLAND	1			
DE HOSTOS CC	2		1	2
GRADUATE SCHOOL	2		1	3
JOHN JAY COLLEGE	2		1	2
LA GUARDIA CC			1	2
LEHMAN COLLEGE				3
MEDGAR EVERS			3	
QUEENS COLLEGE	1			1
QUEENSBOROUGH CC			2	
YORK			1	1
CORNELL UNIVERSITY		1	1	2[1]
UNIVERSITY OF NORTH CAROLINA				
CHAPEL HILL	2		3	1[2]
CHARLOTTE				1[2]
EAST CAROLINA			2	4[1,2]
ELIZABETH CITY		1	1	9
GREENSBORO			2	3[1,2]
NC A&T	1		1	4[2]
NC CENTRAL	1			2
NC STATE	1			
SCHOOL OF THE ARTS	1			
WEST CAROLINA	1		1	1
WILMINGTON			1	
WINSTON-SALEM	3		1	4[2]

Institution	Asst. to President or Chancellor	Chief Officer of an Administrative Div.	Assoc./Asst. Provost, VP or Vice Chancellor	Academic Dean
UNIVERSITY OF NORTH DAKOTA			3	1[2]
KENT STATE UNIVERSITY				
KENT	1	1	2	2[2]
EAST LIVERPOOL				1
SALEM				1
STARK			1	1
TRUMBALL				1
TUSCARAWAS	1			1
OHIO STATE UNIVERSITY		1	4	6[1,2]
OHIO UNIVERSITY		1		1
UNIVERSITY OF CINCINNATI	2	1	7	3[2]
LANGSTON UNIVERSITY		1		1
OKLAHOMA STATE UNIVERSITY	1			1[1]
UNIVERSITY OF OKLAHOMA	1			3[2]
OREGON STATE UNIVERSITY	1			2[1]
UNIVERSITY OF OREGON	2			
PENNSYLVANIA STATE UNIVERSITY				
UNIVERSITY PARK	1		2	
BEHREND COLLEGE				1[2]
HERSHEY MEDICAL			1	1
TEMPLE UNIVERSITY			4	4[2]
UNIVERSITY OF PITTSBURGH	2			8[2]
UNIVERSITY OF PUERTO RICO				
CENTRAL ADMIN.	1	2	1	1
RIO PIEDRAS	2	1	21	2
AGUADILLO				3
BAYAMON	1	1		7
CAROLINA				4
MAYAGUEZ	1		1	2
UNIVERSITY OF RHODE ISLAND	4			4[1,2]
CLEMSON UNIVERSITY				1[2]
SOUTH CAROLINA STATE COLLEGE				2
UNIVERSITY OF SOUTH CAROLINA				
COLUMBIA	1		1	3[2]
AIKEN				1
ALLENDALE				1
CONWAY				1
LANCASTER				1
SPARTANBURG				1[2]
SUMTER				1
UNION				1

Institution	Asst. to President or Chancellor	Chief Officer of an Administrative Div.	Assoc./Asst. Provost, VP or Vice Chancellor	Academic Dean
SOUTH DAKOTA STATE UNIVERSITY				2[1,2]
UNIVERSITY OF TENNESSEE				
CENTRAL ADMIN.				1
KNOXVILLE	1		1	3[1,2]
CHATTANOOGA	1	1		2
HEALTH SCIENCE	1			4[2]
MARTIN			1	2[1,2]
NASHVILLE	1		2	2[2]
TEXAS A&M UNIVERSITY SYSTEM				
SYSTEM	2		2	
PRAIRIE VIEW A&M UNIVERSITY				3[1,2]
TEXAS A&M UNIVERSITY			2	1
TEXAS SOUTHERN UNIVERSITY	1	1		1
TEXAS TECH UNIVERSITY	1			1
UNIVERSITY OF HOUSTON SYSTEM				
CENTRAL	5		1	1
UNIVERSITY OF TEXAS				
SYSTEM	1	1	3	
AUSTIN[6]			1	2[2]
DALLAS				2
EL PASO				2
HOUSTON HEALTH	1			2[2]
SAN ANTONIO		1		1
SAN ANTONIO HEALTH				1[2]
UNIVERSITY OF UTAH	1			6[2]
UTAH STATE UNIVERSITY				2[1]
COLLEGE OF VIRGIN ISLANDS				
ST. CROIX		1		
VIRGINIA COMMONWEALTH UNIVERSITY	1			6[2]
VIRGINIA POLYTECHNIC INSTITUTE				2[1]
VIRGINIA STATE COLLEGE	1			2
WASHINGTON STATE UNIVERSITY				3[1,2]
WEST VIRGINIA UNIVERSITY				2[2]
UNIVERSITY OF WISCONSIN SYSTEM				
MADISON			3	3[1,2]
MILWAUKEE	1		3	3[2]

FOOTNOTES:

[1]Indicates that one of the deans listed heads a school of home economics.

[2]One of the deans heads a school of nursing.

[3]All three are deans of nursing,

[4]Acting Chancellor of the college is a woman.

[5]Chancellor of the college is a woman.

[6]President of the college is a woman.

[7]Since publication only *Montana State University* and the *University of Montana* have remained NASULCG members.

TWO-YEAR COMPARISON OF WOMEN ADMINISTRATORS AT STATE AND LAND-GRANT UNIVERSITIES
(70 Institutions)

ASSISTANTS TO PRESIDENT OR CHANCELLOR			CHIEF OFFICERS OF ADMINISTRATIVE DIVISION			ASSISTANTS TO CHIEF OFFICERS OF ADMINISTRATIVE DIVISION			CHIEF OFFICERS OF ACADEMIC/RESEARCH UNIT		
1978	1975	% Change	1978	1975	% Change	1978	1975	% Change	1978	1975	% Change
69	36.5	89%	21	13	61.5%	99	62	59.7%	181	205	– 11.7%

CHIEF OFFICERS OF ADMINISTRATIVE UNIT			ASSOC./ASST. OFFICERS OF ACADEMIC, RESEARCH ADMINISTRATIVE UNIT			GRAND TOTAL, WOMEN ADMINISTRATORS		
1978	1975	% Change	1978	1975	% Change	1978	1975	% Change
295	273	8.1%	948	646.5	46.6%	1,613	1,236	30.5%

In every category the increase in the number of women administrators outpaced considerably the increase in the number of men administrators.

(The chart above provides a complete comparison of women administrators by category for the 70 institutions.)

Women held the top administrative position at three of the campuses included in the survey. Lorene L. Rogers, president of the University of Texas, Austin; Barbara Uehling, chancellor of the University of Missouri, Columbia and Claire Van Ummersen, acting chancellor of the University of Massachusetts, Boston.

Although still extremely uncommon, the number of women holding second line positions had jumped from 18 in 1975 to 46 in 1978. Twenty-three of the women were vice presidents or vice chancellors while 23 were deans or directors. In every case, however, they reported directly to the head of the institution.

The number of men in this top-level category still far outstripped the number of women. There were 756 men holding positions of this type, making the representation of women account for only 5.7 percent of the total.

Among the women vice presidents were two for business-fiscal affairs (there were none in 1975). There were, in addition, eight vice presidents for student affairs, six vice presidents for academic affairs, two vice presidents for public affairs and one each for administrative affairs, educational services, land-grant affairs, legal affairs and university relations.

The other 23 women included in this category held a wide range of positions carrying the title of dean or director.

The number of women vice presidents should grow in the years ahead if many of the women now holding associate/assistant vice president or vice provost positions move up in the ranks. Among the 140 women included in the category associate/assistant to chief officer of an administrative division in the 1978 survey, 49 were associate or assistant vice presidents or vice provosts. Of this group 21 were in the area of academic affairs. Six others were in positions related to student affairs and 10 held positions in an assistant capacity to the provost or vice provost. The other positions followed no pattern. Forty-seven positions in this area carried the title of dean or director. Ten of these were in the student affairs area.

Another large category of assistant to the vice president/provost or dean in which 44 women were listed, followed somewhat the pattern of the associate/assistant vice president category.

Women were well represented in the category of assistant to the president or chancellor, a type of position which has become prevalent on college and university campuses in recent years. Women held 131 of the 428 positions listed in this category, or 30.6 percent. Two areas of specialization predominated within this category. Thirty-three women were assistants to the president for affirmative action and 15 were assistants for public relations. An additional 24 had the general title of assistant to the president and seven were called executive assistant. Other positions in this category carried a wide variety of titles.

Women heads of academic/research units have in the past been concentrated primarily in fields into which women have traditionally been channeled. Home economics and nursing are the two areas of higher education in which women have predominated. Although 97 of the women listed as heads of academic/research in 1978 were in these two categories, this represented less than one-third (28.7 percent) of the total group of 338. In 1975, 58.3 percent of the women listed in this area were in one of the two "channeled" fields.

Survey findings also showed an expansion of women administrators into a wide variety of other areas.

In this and the remaining categories of the survey, respondents were asked to list the number of women holding certain specified positions and were also given the opportunity to write in additional positions which they felt fit into the category as defined. Of the 338 women in the academic/research category, 207 held positions specifically listed on the survey form. Another 131 positions were identified by respondents.

In addition to deans of home economics and nursing, positions listed on the survey form in which women held a number of slots included chief librarians, with 52 such positions held by women and deans or directors of continuing education, with 12 women identified. In all other areas for which women administrators were reported there were less than ten women administrators listed. There were four areas identified on the survey form for which no women administrators were reported. These included deans of medicine, dentistry, business and law.

Twenty-six other women deans of schools not specifically identified on the survey form were reported by survey participants. In addition, there were 44 women holding positions as directors of academic programs, 14 heading some type of women's program, six directors of coop programs, four deans of instruction, 21 heading research programs, nine heading learning resource centers and seven listed as heads of testing and evaluation centers.

In the large administrative category, women held 558 of the 3,388 positions. Among the women administrators listed, 426 held positions specifically identified on the survey form. Among the listed categories, women, as in previous studies, were most prevalent in the area of student services, with 58 holding positions of this type. In addition, there were 23 women deans of students. Forty-three women held positions as directors of registration and admissions and 50 were placement directors. The number of women listed in each of the other categories specifically identified on the survey form included: directors of personnel, 33; directors of budget and payroll, 31; directors of financial aid, 30; directors of public information ,26; directors of affirmative action, 24; directors of alumni affairs, 20; deans of women, 16; directors of food services, 16; directors of gifts and endowments, 13; directors of institutional research, 12; directors of athletics, 11; directors of hospital programs, 11; and directors of computer operations, 9.

An additional 132 positions not specifically identified on the questionnaire were listed by survey respondents in this category. Positions included covered a wide variety of areas. The largest categories were directors of publications, with 13 positions listed and directors of administrative services and child care centers/programs, with eight each.

In the large category of associate or assistant deans and directors, the administrative pattern resembled the pattern established in the dean/director category. However, the number of women in the channeled areas was even smaller at this level. There were 67 associate deans of nursing reported and 34 associate deans of

home economics representing less than one-fourth of the associate dean positions in areas identified on the survey form. The largest category in the academic area was that of associate/assistant librarian, with 133 women listed in this category. There were 50 associate/assistant women deans of liberal arts listed and 36 associate/assistant deans of continuing education. The number of women reported in each of the other identified associate/assistant dean categories were as follows: graduate education, 31; education, 30; law, 19; business, 12; ethnic/area studies, 10; other health-related studies, 10; medicine, 9; social studies, 9 and dentistry, 5.

An additional 56 women held other academic positions as related associate or assistant deans of schools or colleges not specifically identified on the survey form. Eighty-six held associate or assistant director posts in other academic programs and 40 were in administrative positions connected with university research programs.

There were 743 women holding positions as associate/assistant director in specific administrative areas identified on the survey form. The one category for which the largest number of women administrators were identified was registration and admissions, with 147. Two other large categories were student services and placement, with 86 women listed in each category. The number of women holding positions in the other identified categories were: business officers, 59; deans of students, 49; financial aid, 45; personnel, 45; food services, 41; hospital programs, 41; public information, 29; gifts and endowments, 24; alumni affairs, 21; deans of women, 17; computer operations, 16; athletics, 13; institutional research, 13 and affirmative action, 11.

The remaining positions cited were in a wide variety of areas including 59 positions where the title was assistant to a director rather than associate or assistant director.

Women were less well represented at the department chair position level than they were in the administrative ranks. Women held only 719 of a total 6,660 chair positions reported, or 10.8 percent.

They held no chairmanships in the areas of community services, engineering, forest resources, journalism, law, management, mines, public health, veterinary medicine. Only one chair position held by a woman was reported in the areas of architecture, communications, natural resources and professional studies. In four other

areas, only two chair positions were held by women. These were library science, natural and earth sciences, pharmacy and technology.

The area in which women held the largest number of chair positions were: Arts and Sciences (192); Home Economics (100); Nursing (96); Education (76); Other Health Related Areas (46); Business (27); Medicine (25); Agriculture (18); Humanities (17) and Fine Arts (16).

Increased representation for women was shown in three of the four additional categories included in the survey. Women made up 19 percent of all reported university physicians, increasing from 17.6 percent in 1975; 18 percent of the university attorneys, up substantially since 1975 when they represented only 9.2 percent of the total; 24 percent of the curators, also up from 18.7 percent in 1975 and 38 percent of the archivists, down from 40 percent in 1975.

Among the 49 institutions for which it was possible to compare the number of administrators for each of the NASULGC surveys, there has been a dramatic increase in the number of women holding leadership positions.

In 1973, 31 of these institutions had less than 10.5 women administrators. In 1978 only ten of these institutions reported that few.

At the top of the scale, in 1973 only three institutions had more than 25.5 women administrators. There were 11 in this category in 1978.

(The chart at the right provides complete information on the range of women administrators for the comparable institutions for each of the three survey years.)

THREE-YEAR COMPARISONS

DISTRIBUTION OF WOMEN ADMINISTRATORS

(49 Institutions)

1973	1975	1978
0 – 5.5 = 16	0 – 5.5 = 6	0 – 5.6 = 3
5.6 – 10.5 = 15	5.6 – 10.5 = 12	5.6 – 10.5 = 7
10.6 – 15.5 = 8	10.6 – 15.5 = 12	10.6 – 15.5 = 9
15.6 – 20.5 = 4	15.6 – 20.5 = 6	15.6 – 20.5 = 12
20.6 – 25.5 = 3	20.6 – 25.5 = 7	20.6 – 25.5 = 5
25.6 – 30.5 = 0	25.6 – 30.5 = 3	25.6 – 30.5 = 3
30.6 – 35.5 = 2	30.6 – 35.5 = 0	30.6 – 35.5 = 4
35.6 – 40.5 = 1	35.6 – 40.5 = 2	35.6 – 40.5 = 2
40.6 – 45.5 = 0	40.6 – 45.5 = 0	40.6 – 45.5 = 0
45.6 – 50.5 = 0	45.6 – 50.5 = 1	45.6 – 50.5 = 2
Median: 9	Median: 13	Median: 19

Among the 242 individual campuses included in the survey, 17 reported that 50 percent or more of their administrators were women. None of these campuses had enrollments of more than 6,000.

Forty-three campuses had 20 or more women administrators. Five of these campuses had 50 or more; five reported between 40-49; ten had between 30-39 and 23 had between 20-29.